

Salaries

TABLE 1 Unweighted Average (Mean) Minimum and Maximum Teacher Grid Salaries by Board Type, Category/Group and Number of Years to Maximum

● Category D				● Category C				● Category B			
Yrs. to Max.	Elem. Min.	Max.	R.C.S.S. Min. Max.	Elem. Min.	Max.	R.C.S.S. Min. Max.	Elem. Min.	Max.	R.C.S.S. Min. Max.	Elem. Min.	Max.
4	13,508	17,945	(3)								
5	12,907	17,937	(12)	12,839	17,596	(2)					
6	13,358	18,310	(12)	12,857	18,191	(12)	14,363	21,559	(3)		
7	13,552	18,583	(12)	12,653	18,800	(12)	13,992	21,023	(12)	13,824	21,476
8	13,799	19,987	(3)	14,066	19,796	(4)	14,313	21,459	(8)	14,387	21,403
9	13,790	18,970	(3)				14,561	21,753	(10)	13,655	21,681
10				13,431	19,475	(1)	14,285	21,260	(10)	15,603	24,643
11							14,331	22,027	(10)	15,142	24,351
12										15,046	24,462
										14,554	25,660
Average	13,318	18,369		13,046	18,606		14,355	21,495		15,287	24,456
							14,066	21,624		15,145	24,479

● Category A1/Group 1				● Category A2/Group 2				● Category A3/Group 3			
Yrs. to Max.	Elem. Min.	Max.	R.C.S.S. Min. Max.	Elem. Min.	Max.	R.C.S.S. Min. Max.	Elem. Min.	Max.	R.C.S.S. Min. Max.	Elem. Min.	Max.
9	17,138	27,731	(3)	19,481	29,890	(1)	18,096	29,290	(2)	20,006	30,750
10	17,261	28,579	(2)	17,491	29,181	(2)	18,070	30,349	(17)	18,151	30,743
11	16,948	28,453	(2)	17,288	28,756	(12)	16,657	28,053	(17)	18,158	30,754
12	16,139	28,864	(2)	16,509	29,575	(4)	16,437	28,539	(12)	17,323	30,484
13							16,979	29,775	(7)	17,505	30,436
Average	17,075	28,502		17,396	29,120		16,791	27,912		17,823	30,199
							18,104	30,719		17,636	29,877

● Category A3/Group 3				● Category A4/Group 4				● Category A5/Group 5			
Yrs. to Max.	Elem. Min.	Max.	R.C.S.S. Min. Max.	Elem. Min.	Max.	R.C.S.S. Min. Max.	Elem. Min.	Max.	R.C.S.S. Min. Max.	Elem. Min.	Max.
9	19,505	30,825	(1)	21,514	34,540	(2)	20,462	32,399	(1)	22,434	36,191
10	19,642	33,656	(8)	19,861	34,341	(12)	20,467	35,973	(12)	20,720	36,406
11	19,400	33,675	(2)	19,604	34,127	(12)	20,556	35,956	(12)	20,726	36,449
12	19,120	33,439	(12)	19,560	34,405	(12)	20,153	35,634	(12)	20,544	36,363
13	18,420	33,314	(3)	19,653	33,682	(12)	19,268	34,701	(12)	20,336	35,814
14							19,099	35,972	(12)		
Average	19,303	33,528		19,703	34,249		20,280	35,681		20,685	36,366
							20,373	34,828			

*Number of grids

NOTES:

- Salaries have not been weighted by the distribution of teachers on the grid.
- Split grids have been annualized; if the number of years to reach maximum has changed, table reflects greater number of years.

Method of Placement

TABLE 2 Method of Category Placement-Qualifications Evaluation Council of Ontario (QECO)

QECO Programme*	Elem. No. %	R.C.S.S. No. %
QECO 2	10 28.6	1 5.9
QECO 3	18 51.3	11 64.7
QECO 3 with Qual.	- 0.0	- 0.0
QECO 4	1 2.9	4 23.5
QECO 2 and 4	1 2.9	- 0.0
Outlined in Agree.	5 14.3	1 5.9
Agreements	35 100.0	17 100.0

*May be supplemented through modifications and/or exemptions or may be specific QECO Programme

TABLE 3 Method of Category Placement- Ontario Secondary School Teachers' Federation (OSSTF)

OSSTF Cert. #	Sec. No. %
OSSTF 5	2 5.4
OSSTF 6	32 86.5
Not Spec.	3 8.1
Agreements	37 100.0

*May be supplemented through modifications and/or exemptions

Method of Salary Payment

TABLE 6 Method of Payment of Principals' Salaries

Method of Payment	Elem. No. %	Sec. No. %	R.C.S.S. No. %
Grid + Allow.	17 48.5	- 0.0	14 82.3
Criteria:			
No Diff.	2	-	1
Sch. Type/Size	8	-	7
Sch. Type/Size and Exp.	4	-	3
Sch. Type/Size and Qual.	1	-	1
Sch. Type/Size and Qual. and Other	1	-	1
Sep. Grid	15 42.9	36 97.3	2 11.8
Criteria:			
Tre. of Exp.	6	27	1
Exp. and Qual.	2	-	-
Sch. Type/Size and Exp.	1	9	-
Sch. Type/Size and Qual.	6	-	1
Other	-	-	-
Tch. & Sep. Grids	3 8.6	- 0.0	1 5.9
Flat & Amt.	- 0.0	1 2.7	- 0.0
Agreements	35 100.0	37 100.0	17 100.0

Allowances

TABLE 4 Cost-of-Living

Cost-of-Living Provision	Elem. No. %	Sec. No. %	R.C.S.S. No. %
Provision	13 37.1	17 45.9	5 29.4
Allow. Only	8	11	3
Rold-in Only*	1	3	1
Allow. and Rold-in*	4	3	1
Provision not in Effect	1 2.9	- 0.0	- 0.0
No Provision	21 60.0	20 54.1	12 70.6
Agreements	35 100.0	37 100.0	17 100.0

*Adjustment to salary grid.

TABLE 5 Master's Degree

Allowance (\$)	Elem. No. %	Sec. No. %	R.C.S.S. No. %
Less than \$500	1 2.9	2 5.4	- 0.0
500-549	5 14.3	5 13.5	1 5.9
550-599	1 2.9	3 8.1	- 0.0
600-649	8 22.9	8 16.2	- 0.0
650-699	2 5.7	5 13.5	1 5.9
700-749	6 17.0	10 27.1	- 0.0
750-899	2 5.7	3 8.1	- 0.0
900 or more	2 5.7	2 5.4	- 0.0
No Allow.	8 22.9	1 2.7	15 88.2
Agreements	35 100.0	37 100.0	17 100.0

TABLE 7 Method of Payment of Vice-Principals' Salaries

Method of Payment	Elem. No. %	Sec. No. %	R.C.S.S. No. %
Grid + Allow.	30 85.7	1 2.7	15 88.2
Criteria:			
No Diff.	13	1	5
Tre. of Exp.	2	-	2
Sch. Type/Size	5	-	4
Sch. Type/Size and Exp.	2	-	3
Sch. Type/Size and Qual.	2	-	1
Other	2	-	1
Sep. Grid	4 11.4	35 94.6	- 0.0
Criteria:			
Tre. of Exp.	2	34	-
Exp. & Qual.	2	-	-
Sch. Type/Size and Exp.	-	1	-
Sep. Grids	- 0.0	- 0.0	- 0.0
Flat & Amt.	- 0.0	1 2.7	- 0.0
Not Spec.	1 2.9	- 0.0	2 11.8
Agreements	35 100.0	37 100.0	17 100.0

Employee Benefit Plans

TABLE 8 Board Subsidization of Employee Benefit Plans

Board Subsid. (%)	Elem. No. %	Sec. No. %	R.C.S.S. No. %
a) OHIP			
0	- 0.0	- 0.0	1 5.9
23	1 2.9	1 2.7	- 0.0
60	1 2.9	1 2.7	- 0.0
75	7 20.0	9 24.3	1 5.9
80	7 20.0	6 16.2	4 23.5
85	6 17.1	2 5.4	3 17.6
90	3 8.6	4 10.8	2 11.8
100	10 28.5	14 37.9	6 35.3
b) Extended Health			
65	1 2.9	1 2.7	- 0.0
75	7 20.0	3 8.1	2 11.8
80	4 11.4	4 10.8	3 17.6
85	6 17.1	2 5.4	2 11.8
90	3 8.6	6 16.2	2 11.8
100	9 25.7	18 48.7	5 29.4
Flat & Amt.	1 2.9	- 0.0	- 0.0
No Plan	4 11.4	3 8.1	3 17.6
c) Dental			
50	3 8.6	2 5.4	1 5.9
60-70	3 8.6	3 8.1	2 11.8
75	5 14.3	9 24.4	2 11.8
80	4 11.4	5 13.5	2 11.8
85	4 11.4	1 2.7	2 11.8
90	2 5.7	4 10.8	2 11.8
100	7 20.0	8 21.6	5 29.2
Flat & Amt.	2 5.7	2 5.4	- 0.0
No Plan	5 14.3	5 13.5	1 5.9
d) Long-Term Disability			
0*	16 45.6	15 40.6	9 52.9
50	1 2.9	- 0.0	1 5.9
65	- 0.0	1 2.7	- 0.0
75	3 8.6	2 5.4	- 0.0
80	1 2.9	1 2.7	1 5.9
85	2 5.7	- 0.0	1 5.9
90	1 2.9	2 5.4	- 0.0
100	3 8.6	3 8.1	3 17.6
Flat & Amt.	- 0.0	2 5.4	- 0.0
No Plan	8 22.8	11 29.7	2 11.8
e) Group Life Insurance			
0	- 0.0	1 2.7	- 0.0
50-67	2 5.7	1 2.7	- 0.0
75	8 22.9	6 16.2	2 11.8
80	4 11.4	2 5.4	3 17.6
85	5 14.3	2 5.4	2 11.8
90	3 8.6	5 13.5	2 11.8
100	12 34.2	19 51.4	8 47.0
Flat & Amt.	1 2.9	1 2.7	- 0.0
f) Limitation on Employee Benefit Subsidy			
Agreements	35 100.0	37 100.0	17 100.0

*Plan exists; Board does not contribute towards payment of premium.

Retirement Gratuity

TABLE 9 Retirement Gratuity

Retirement Gratuity	Elem. No. %	Sec. No. %	R.C.S.S. No. %
Provision	33 94.3	34 91.9	15 88.2
Payment Cris*:			
Superann. Only	15	14	8
Bd. Discretion	4	2	1
Leaving Prof.	4	2	1
Spec. Age.	10	9	3
Health	14	17	8
Other	1	-	2
Min. Serv. Req'd:			
One Year, Unspec., No Min.	8	12	3
5, 7	6	5	3
10-16	21	17	11
Payable to Estate	20	30	13
Death Benefit	4	4	3
Phasing Out	6	3	3
Other Limitation	6	3	4
No Provision	2 5.7	3 8.1	2 11.8
Agreements	35 100.0	37 100.0	17 100.0

*Not mutually exclusive

Leave Plans

TABLE 10 Cumulative Sick Leave (C.S.L.)

C.S.L.*	Elem. No. %	Sec. No. %	R.C.S.S. No. %
Provision	35 100.0	34 91.9	17 100.0
Max. Days Acc:			
200-219	9	5	8
220-239	7	5	6
240-259	9	9	3
300, 400	2	3	1
No Max.	5	10	-
Varies	2	2	-
No Accum.	1	-	-
No Provision	- 0.0	3 8.1	- 0.0
Agreements	35 100.0	37 100.0	17 100.0

*For sick leave purposes.

TABLE 11 Extended Absence

Extended Absence	Elem. No. %	Sec. No. %	R.C.S.S. No. %
Provision	23 65.7	28 75.7	11 64.7
Min. Serv. Req'd:			
1, 2	1	2	1
3, 6	1	4	1
Not Spec.	21	23	9
No Provision	12 34.3	9 24.3	6 35.3
Agreements	35 100.0	37 100.0	17 100.0

Leave Plans (cont'd)

TABLE 12 Sabbatical	Elem.	Sec.	R.C.S.S.
Sabbatical	No. X	No. X	No. X
Provision	30 65.7	33 89.2	13 76.5

Min. Serv. Req'd.:			
5	8	7	5
6	3	13	2
7	13	8	4
8, 10	2	3	2
Not Spec.	8	2	2

Ratio Salary (%):			
50	4	6	2
60-70	6	5	2
75	14	13	8
80	2	7	1
90, 100	2	1	1
Other	1	2	2

Subseq. Serv. Req'd.:			
2	3	4	3
3	20	17	6
4	1	1	1
Other	3	12	2
Not Spec.	2	1	2

Det. of Max. No. of Leaves Spec.:			
1 of Staff	5	4	2
No. of Staff	13	13	6
Bd. Discretion	5	9	6
Other	6	8	4

No Provision	5 14.3	4 10.8	4 23.5
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Agreements	35 100.0	37 100.0	17 100.0
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*Provision with longest specified period of absence.

TABLE 13 Maternity, Adoption, Paternity	Elem.	Sec.	R.C.S.S.
Leave	No. X	No. X	No. X

a) Maternity*	27 77.1	15 67.6	13 76.5
1 SoH. Yr.	2	2	4
2 SoH. Yrs.	17	11	3
Other	7	12	6

b) Adoption	29 82.9	30 81.1	16 94.1
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c) Paternity	10 28.6	15 40.5	13 76.5
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Agreements	35 100.0	37 100.0	17 100.0
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*Beyond provisions of Employment Standards Act.

TABLE 14 Negotiations, Federation Business	Elem.	Sec.	R.C.S.S.
Leave	No. X	No. X	No. X

Long-term, for Br. Aff. Off.*	9 25.7	22 59.5	1 5.9
Short-term, for Fed. Bus. Negotiations	13 37.1	20 54.1	8 47.1
	4 11.4	15 40.5	3 17.6

Agreements	35 100.0	37 100.0	17 100.0
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*Defined as 6 or more days.

Working Conditions

TABLE 15 Class Size, Pupil-Teacher Ratio (P.T.R.)	Elem.	Sec.	R.C.S.S.
Class Size, P.T.R.	No. X	No. X	No. X

a) Class Size	5 14.3	15 40.5	2 11.8
Status:			
Mandatory	4	6	2
Guideline	1	10	2

Spec. No.:			
One	1	1	1
More than One	2	10	2
Combination	2	3	2

No Class Size	30 85.7	22 59.5	15 88.2
b) P.T.R.	14 40.0	26 70.3	5 29.4
Status:			
Mandatory	14	23	3
Guideline	1	3	2

Spec. No.:			
One	11	13	3
More than One	2	10	2
No P.T.R.	21 60.0	11 29.7	12 70.6

Agreements	35 100.0	37 100.0	17 100.0
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*TABLE 16 Workload

Workload	Elem.	Sec.	R.C.S.S.
Provisions	No. X	No. X	No. X

Teachers	10 28.6	27 73.0	7 41.2
Instruc. Load	4	25	1
Non-Time Superv.:			
Req'd.	2	1	1
Exempt.	3	1	1
Both	6	1	3

Other Superv.:			
Req'd.	1	2	1
Exempt.	1	1	1
Both	1	13	1

Principals	6 17.1	2 5.4	7 41.2
Vice-Principals	5 14.3	3 8.1	4 23.5
Other Positions of Resp.	1 2.9	19 51.4	1 5.9

Agreements	35 100.0	37 100.0	17 100.0
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Table 17 Staff Allocation

Staff Allocation	Elem.	Sec.	R.C.S.S.
Provisions	No. X	No. X	No. X

Principals	6 17.1	15 40.5	2 11.8
Vice-Princ.	13 37.1	12 32.4	8 47.1
Other Pos.:			
Of Resp.	1 2.9	23 62.2	2 11.8
Quide. Teachers	2 5.7	26 70.3	2 11.8
Para-Prof./			
Teacher Aides	7 20.0	1 2.7	5 29.4
Secret'l Asst.	5 14.4	1 2.7	3 17.7

Agreements	35 100.0	37 100.0	17 100.0
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Surplus/Redundancy

TABLE 18 Surplus/Redundancy	Elem.	Sec.	R.C.S.S.
Surplus/Redundancy	No. X	No. X	No. X

Provision	30 85.7	36 97.3	17 100.0
Rectors Consid.:			
Seniority:			
Consig. Bd. Exp.	20	29	15
Total Bd. Exp.	26	31	6
Total Exp.	28	33	12
Other	23	25	2

Type of Contract	21	31	12
Qualifications	27	35	17
Efficiency	6	16	7
Board Discret.	29	35	17
Other	3	3	2

Accommodation:			
Priority Transfer	29	34	13
Lim. Displace.	6	14	1
Unlim. Displace.	6	8	3
Priority Reloc.	8	21	3

Options in Lieu of Layoff:			
Perm. Supply	8	23	1
Retraining	4	7	1
Sabbatical	1	3	1
Spec. Assign.	1	8	1
Br. Aff.:			
Spons. Plan	1	1	1
Leave of Abs.	2	11	1
Def. Salary**	16	26	6
Red. Teaching	7	16	2

Options at Layoff:			
Priority Summer/			
Occ./Night School	1	16	1
Priority Supply	8	16	3
Priority Recall	25	31	15
Separation Allow.	12	25	2
Early Retire.**	2	4	1
Other options	1	4	1

No Provision	5 14.3	1 2.7	0 0.0
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Agreements	35 100.0	37 100.0	17 100.0
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* Not mutually exclusive **Not necessarily in S/R provision

Agreement List

TABLE 21 List of Agreements** Included in the Overview by Agreement Code Number

● Elementary	● Secondary	● R.C.S.S.
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001 013 026	040 053 066	078 090 103
002 014 019	041 054 067	117 129 142
003 015 028*	042 055 068	143 144 145
004	043 069*	146 147 148
004*	044 070	149 150 151
007 018*	045 071	152 153 154
008*	046 072	155 156 157
009 021*	047 073	158 159 160
010 022 035	048 074	161 162 163
011*	049	164 165 166

025 037	064	167 168 169
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*Teacher salary grid data only.
**Additions italicized.

Vacancy/Transfer

TABLE 19 Vacancy/Transfer	Elem.	Sec.	R.C.S.S.
Vacancy/Transfer	No. X	No. X	No. X

Vacancy-Teachers	13 37.1	17 45.9	11 64.7
Advances Int.			
Posting	9	7	3
Seniority	5	4	2
Considered			

Vacancy-Positions of Responsibility	14 40.0	21 56.8	11 64.7
Advances Int.			
Posting	8	6	5
Seniority	4	6	2
Considered			

Teacher-Req. Transfer	22 62.9	24 64.9	11 64.7
Board-Initiated Transfer	26 74.3	28 75.7	15 88.2
Elem. (47)			
Moving/Reloc. Allow.	8	8	4

Creation of New Positions	15 42.9	12 32.4	11 64.7
Teacher/Bd. Disposition	13	12	8
Agreements	35 100.0	37 100.0	17 100.0

Agreement Status

TABLE 20 Number and Term of Agreements Included in this Overview

Agreements	Elem. (1) (2)	Sec. (1) (2)	R.C.S.S. (1) (2)
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Total Possible	76 76	76 76	48 48
Incl. in Summary	47 35	46 37	23 17

Term:

1-yr.	14 8	13 8	8 4
2-yr.	9 6	9 6	3 2
3-yr.	22 22	21 21	11 11
4-yr.	1 1	1 1	1 1
5-yr.	1 1	1 1	1 1
6-yr.	1 1	1 1	1 1

(1) Salary grid data (2) All data

155 178	171 183	172 173	174 186	183 184	185 186	187 188	189 190	191 192
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A Provincial Overview

Vol. 3 No. 2 Education Relations Commission November 1981

Negotiations Update

Settlements. As of October 21, 1981, 157 (78.5%) of a possible 200 sets of negotiations have been completed for 1981-82 (67 Elem., 59 Sec. and 31 RCSS), or 95 (68.0%) of the 138 situations actually negotiating. The 1980-81 settlement rates this time last year were 80.0% and 67.0% respectively. Relatively fewer of the settlements this year are for multi-year terms (down from 45.2% to 29.5%).

Average annualized on-grid salaries (weighted by the January 1981 grid distributions), excluding increment and cost of living (COL) payments, have increased over 1980-81 by the following percentage and dollar amounts.

1981-82 (N = 116)	1 Yr. or Multi-Yr. \$ n	2nd or 3rd Yr. of Multi-Yr. \$ n	All Agreements \$ n
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COL	13.0 3 (\$2,207)	7.7 11 (\$1,856)	8.4 14 (\$2,058)
No COL	12.5 20 (\$2,989)	9.4 13 (\$2,313)	11.0 33 (\$2,649)
Total	12.6 23 (\$2,927)	8.7 24 (\$2,169)	10.3 47 (\$2,466)

Sec. (46)

COL	12.1 2 (\$2,573)	9.4 13 (\$2,788)	10.0 15 (\$2,970)
No COL	12.0 21 (\$2,452)	8.8 10 (\$2,078)	11.0 31 (\$2,197)
Total	12.0 23 (\$2,485)	9.2 23 (\$2,757)	10.5 46 (\$2,466)

RCSS (23)

COL	11.5 1 (\$2,685)	9.2 3 (\$2,178)	9.3 4 (\$2,188)
No COL	12.4 11 (\$2,974)	10.0 8 (\$2,338)	11.9 19 (\$2,846)
Total	12.4 12 (\$2,971)	9.6 11 (\$2,355)	11.5 23 (\$2,748)

Past Findings: Fact finders are appointed in 33 of the 43 situations outstanding for 1981-82 (8 Elem., 12 Sec. and 13 RCSS) and mediators in 3 of the remaining 10 situations.

Bargaining Ended for 1980-81

The 1980-81 round of bargaining came to an end on September 8th with the settlement of the dispute between the Leeds and Grenville Board of Education and its Secondary teachers. (The teachers voted 84% to ratify a 1980-82 tentative agreement.) Of the 109 situations negotiating in 1980-81, 58 settlements were reached without formal ERC assistance, 43 fact finders and 35 mediators were assigned, and three settlements were by voluntary binding arbitration.

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ISSN 0226-5508



Collective Bargaining between School Boards and Teachers, 1981-82

G. Rodger Allan is Retiring

Rodger Allan, Chief Executive Officer of the Education Relations Commission since 1978, has achieved "magic 90" and has retired effective November 1, 1981.

Reflecting on his 35-year career in education - as a teacher, department head, vice-principal, principal, inspector and director of education - Rodger made the following comment:

"Things have changed significantly from my early years teaching in a four-room school and what happens to children in schools today is a tremendous improvement. I am completely convinced that the recent disaffection with teachers, school boards and education is not based on fact, but rather is caused by the change from the philosophy of 'educating the best and shooting the rest' to the philosophy of 'educating every man's child'."

The Commission and staff would like to extend their appreciation for the leadership and counsel provided during his tenure and sincerely wish him continued enjoyment of life.

Publications Available

a) Included in this mailing:

- 1979-80 Individual Summaries: Final Update
- 1980-81 Individual Summaries: 8th Update
- 1981-82 Individual Summaries: 4th Update

b) Available on request:

- Monograph #22: Compensation Statistics, 1980-81

Based in part on data collected by the Ministry of Education on the 1981 June Board Report; includes allowances paid to on-grid teaching personnel, salaries for off-grid personnel, and employee benefits (dollars, number of recipients, and participation rates). Data are reported by individual situation and summary data are provided by negotiating panel.

c) Announced in recent issues of the Overview:

- Monograph #21: Insured Benefit Plans and Retirement Gratuities, 1980-81
- Clause File #18: Vacancy and Transfer Provisions, 1980-81
- Clause File #17: Disciplinary Procedures and Other Provisions Affecting Employment Security: Teacher Evaluation, Just Cause, Withholding of Instrument and Access to Personnel Records, 1980-81
- Clause File #16: Separation Allowance Provisions, 1980-81

Notes

- Included in this mailing is a copy of School Boards and Teachers Collective Negotiations Act, Revised Statutes of Ontario, 1980, Chapter 464 [September 1981]. The 1978-79, 1975, has been revised to remove the "transition" provisions pertaining to written collective understandings. Section 7 has been deleted, and all subsequent sections re-numbered.
- R.D. MacDowell's Petawawa Secondary arbitration award (1980-81) has been filed with the Commission.

